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SERIAL NO. 09/895,883

DOCKET NO. AUS920010238US1

DATE: January 6, 2006

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Examiner: Loftis, Johnna

Group Art Unit: 3623

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Docket No. AUS920010238US1 Serial No. **09/895,883** Atty: LAV / JVL

Applicant: Calderaro, et al.

Transmittal Letter (2 copies)

Certificate of Facsimile

Amendment (pages)

Notice of Appeal

Amendment AF

Appeal Brief (3 copies)

Ext. of Time

Reply Brief

IDS Statement

Change of Address

Form PTO-1449 (Modified)

Other: Copies of 2 non-patent references cited in Form PTO 1449 (9 pages)

Deposit Acct. No. 09-0447

Fees: Amendment _____ Notice of Appeal _____ Appeal Brief _____ Other \$180.00

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I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as first class mail in an envelope addressed to: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450 or facsimile transmitted to the U.S. Patent and Trademark Office on the date shown below.

 Joseph T. Van Leeuwen1/6/06
Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Matrix Management of Personnel Planning Factors

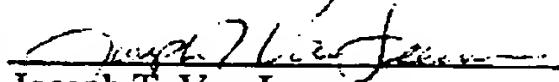
Enclosed are:

Information Disclosure Statement;
 Modified form 1449 listing 2 references;
 Copies of 2 non-patent references (9 pages);

37 CFR § 1.97 is satisfied by the following:

This IDS is being filed pursuant to CFR § 1.97(d) and:
 is accompanied by the fee set forth in § 1.17(p), please charge my Deposit Account No. 09-0447 the fees set forth in § 1.17(p) [\$180.00]. (a duplicate copy of this sheet is enclosed); and
 no item of information contained in the information disclosure statement was cited in a communication from a foreign patent office in a counterpart foreign application, and, to the knowledge of the person signing the certification after making reasonable inquiry, no item of information contained in the information disclosure statement was known to any individual designated in § 1.56(c) more than three months prior to the filing of the information disclosure statement.
 The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. A duplicate copy of this sheet is enclosed.
 Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By 
 Joseph T. Van Leeuwen
 Attorney for Applicant
 Registration No. 44,383
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Atty Ref. No. 1032

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IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of: § Group Art Unit: 3623
 Calderaro, et. al. §
 Serial No.: 09/895,883 §
 Filed: June 29, 2001 §
 Title: System and Method for
Improved Matrix Management
of Personnel Planning Factors § Intellectual Property Law Dept.
 § 11400 Burnet Road
 § Austin, Texas 78758

INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents
 Washington, D.C. 20231

Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

By 
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01/10/2006 EFLORES 00000004 090447 09895883
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In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,883**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT**Applicant: Calderaro, et. al.Filing Date: 6/29/2001Group: 3623Atty. Docket No. AUS920010238US1**U. S. PATENT DOCUMENTS**

Examiner <u>Initial</u>	Document <u>Number</u>	Date	Name	Classification <u>Class / Subclass</u>	Filing Date if <u>Appropriate</u>
	AA				
	AB				
	AC				
	AD				
	AE				
	AF				
	AG				
	AH				
	AI				
	AJ				
	AK				
	AL				

FOREIGN PATENT DOCUMENTS

Examiner <u>Initial</u>	Document <u>Number</u>	Date	Country	Classification	Translation <u>Yes</u> <u>No</u>
	AM				
	AN				
	AO				
	AP				

OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

	AQ	"Oracle seizes the future with retention training," <u>Workforce</u> , 78, 12, 88. Dec. 1999. From DIALOG file 148, 11713011.
	AR	McNally, J. Stephen, "Retaining valued employees," <u>Pennsylvania CPA Journal</u> , vol. 71, no. 4, p. 24-28, winter 2000. From DIALOG file 15, 02096148.

AS

Examiner:

Date Considered:

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

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